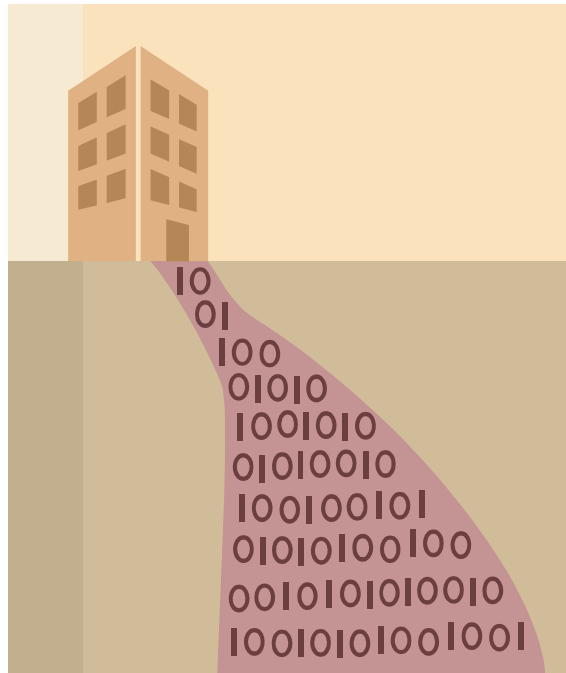


# Exit Survey Summary



## 2007 Composite of Exit Survey Responses

**Prepared by  
Department of Administration  
State Human Resources Division**

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Alternative formats may be obtained through the State Human Resources Division, Department of Administration, 125 N. Roberts St., PO Box 200127, Helena, MT 59620-0127. Telephone 406-444-3871. Those using a TTY may call the Montana Relay Service at 711.

# Summary of Respondent with Five years or less of State Service

130 respondents had 0 to 5 years of employment with the state of Montana.

67.3% left state government for another employer.

57.1% felt that their new position offered better pay and 50.5% felt it offered better opportunity for growth. 46.2% felt the new position offered better working conditions.

2. How long have you worked for Montana state government?				
			Response Percent	Response Count
0-5 years	<div><div></div></div>		100.0%	140
6-10 years			0.0%	0
11-15 years			0.0%	0
16-20 years			0.0%	0
21-25 years			0.0%	0
26+ years			0.0%	0
	answered question			140
	skipped question			0

3. How long were you in the position you left in 2007?				
			Response Percent	Response Count
	0-5 years	<div></div>	100.0%	140
	6-10 years		0.0%	0
	11-15 years		0.0%	0
	16-20 years		0.0%	0
	21-25 years		0.0%	0
	26+ years		0.0%	0
		answered question		140
		skipped question		0

4. How well did your last position meet your expectations?				
			Response Percent	Response Count
	Closely met	<div></div>	43.6%	61
	Somewhat met	<div></div>	32.1%	45
	Poorly met	<div></div>	24.3%	34
		In what way?		78
		answered question		140
		skipped question		0

5. Did you retire from Montana state government?				
			Response Percent	Response Count
	Yes	<div></div>	2.9%	4
	No	<div></div>	97.1%	136
		answered question		140
		skipped question		0

6. Did you leave this position as soon as you were eligible for retirement?			
		Response Percent	Response Count
Yes	<div><div></div></div>	25.0%	1
No	<div><div></div></div>	75.0%	3
answered question			4
skipped question			136

7. Why did you decide to remain with your position as long as you did after becoming eligible for retirement?			
		Response Percent	Response Count
I enjoyed my work	<div><div></div></div>	66.7%	2
I wanted to train a future replacement		0.0%	0
I needed the benefits		0.0%	0
I needed the money	<div><div></div></div>	33.3%	1
I liked the culture of my work environment		0.0%	0
None of the above		0.0%	0
If None of the above, why did you stay (optional)?			0
answered question			3
skipped question			137

8. Did you transfer to another position in Montana state government?			
		Response Percent	Response Count
Yes	<div><div></div></div>	17.6%	24
No	<div><div></div></div>	82.4%	112
answered question			136
skipped question			4

9. Did you leave your position in Montana state government for another position outside of Montana state government?			
		Response Percent	Response Count
Yes	<div><div></div></div>	67.9%	76
No	<div><div></div></div>	32.1%	36
answered question			112
skipped question			28

10. What does your new job offer that your previous job did not? (Please check all that apply)			
		Response Percent	Response Count
Better pay	<div><div></div></div>	56.6%	56
Better benefits	<div><div></div></div>	15.2%	15
More time off	<div><div></div></div>	15.2%	15
Better working conditions	<div><div></div></div>	46.5%	46
Better relationship with coworkers	<div><div></div></div>	45.5%	45
More flexibility in hours worked	<div><div></div></div>	26.3%	26
Opportunity to telework or work from home	<div><div></div></div>	12.1%	12
Better opportunity for growth	<div><div></div></div>	50.5%	50
Other (please specify)	<div><div></div></div>	44.4%	44
answered question			99
skipped question			41

11. Why is the new job and/or company better?		
		Response Count
		83
answered question		83
skipped question		57

12. Please check the appropriate rating when evaluating your previous job with Montana state government:							
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Rating Average	Response Count
My previous job was a good match for my skills and experience	10.9% (15)	13.8% (19)	7.2% (10)	<b>39.1% (54)</b>	29.0% (40)	3.62	138
I had clear goals and objectives for my job performance	18.2% (25)	16.1% (22)	10.2% (14)	26.3% (36)	<b>29.2% (40)</b>	3.32	137
I received the training I needed to do my job well	21.7% (30)	12.3% (17)	13.0% (18)	<b>28.3% (39)</b>	24.6% (34)	3.22	138
The work I was doing was challenging	9.5% (13)	16.8% (23)	10.2% (14)	29.2% (40)	<b>34.3% (47)</b>	3.62	137
I had opportunities for career advancement in my previous position	<b>32.8% (45)</b>	24.8% (34)	21.2% (29)	10.2% (14)	10.9% (15)	2.42	137
Overall, the morale in my previous work unit was good	<b>41.3% (57)</b>	16.7% (23)	8.7% (12)	18.1% (25)	15.2% (21)	2.49	138
My former supervisor did a good job of managing people	<b>34.8% (48)</b>	11.6% (16)	11.6% (16)	14.5% (20)	27.5% (38)	2.88	138
My former supervisor adequately recognized my contributions	29.0% (40)	13.0% (18)	10.9% (15)	13.8% (19)	<b>33.3% (46)</b>	3.09	138
My former position provided the flexibility needed to balance the demands of my work and personal life	13.8% (19)	18.1% (25)	13.8% (19)	19.6% (27)	<b>34.8% (48)</b>	3.43	138
I received effective performance feedback from my supervisor on a regular basis	<b>29.2% (40)</b>	16.8% (23)	13.1% (18)	19.0% (26)	21.9% (30)	2.88	137
	<b>answered question</b>						<b>138</b>
	<b>skipped question</b>						<b>2</b>

13. We would like to know the reason or reasons that most influenced you to leave your position. Please choose up to five of the most important factors, in their order of importance.						
	Most Important	Second Most Important	Third Most Important	Fourth Most Important	Fifth Most Important	Response Count
Better job opportunity and/or career advancement	23.2% (16)	<b>29.0% (20)</b>	18.8% (13)	14.5% (10)	14.5% (10)	69
Different type of work	14.0% (7)	18.0% (9)	18.0% (9)	<b>26.0% (13)</b>	24.0% (12)	50
Rate of pay	29.3% (22)	<b>30.7% (23)</b>	22.7% (17)	8.0% (6)	9.3% (7)	75
Conflict with other employees	20.6% (7)	14.7% (5)	20.6% (7)	<b>26.5% (9)</b>	17.6% (6)	34
Return to school	<b>33.3% (3)</b>	22.2% (2)	<b>33.3% (3)</b>	11.1% (1)	0.0% (0)	9
Commuting distance	20.8% (5)	<b>25.0% (6)</b>	20.8% (5)	16.7% (4)	16.7% (4)	24
Relocated out of the area	<b>47.6% (10)</b>	23.8% (5)	9.5% (2)	4.8% (1)	14.3% (3)	21
Conflict with supervisor	<b>58.1% (25)</b>	14.0% (6)	23.3% (10)	2.3% (1)	2.3% (1)	43
Family circumstances	26.2% (11)	<b>33.3% (14)</b>	16.7% (7)	9.5% (4)	14.3% (6)	42
Work conditions	21.1% (12)	<b>29.8% (17)</b>	22.8% (13)	22.8% (13)	3.5% (2)	57
Retirement	23.1% (3)	7.7% (1)	7.7% (1)	<b>46.2% (6)</b>	15.4% (2)	13
Other (please specify)						36
	<b>answered question</b>					<b>126</b>
	<b>skipped question</b>					<b>14</b>

14. Was your workload usually:			
		Response Percent	Response Count
Too heavy	<div></div>	23.5%	32
Just right	<div></div>	52.9%	72
Too light	<div></div>	23.5%	32
	<b>answered question</b>		<b>136</b>
	<b>skipped question</b>		<b>4</b>

15. Was your workload usually:			
		Response Percent	Response Count
Not varied enough	<div><div></div></div>	17.5%	24
Not varied, but all right	<div><div></div></div>	14.6%	20
<b>Varied, but all right</b>	<div><div></div></div>	<b>51.8%</b>	<b>71</b>
Varied and too stressful	<div><div></div></div>	16.1%	22
	<b>answered question</b>		<b>137</b>
	<b>skipped question</b>		<b>3</b>

16. Was your workload usually:			
		Response Percent	Response Count
<b>Challenging</b>	<div><div></div></div>	<b>59.7%</b>	<b>83</b>
Not challenging enough	<div><div></div></div>	38.1%	53
Too challenging	<div><div></div></div>	2.2%	3
	<b>answered question</b>		<b>139</b>
	<b>skipped question</b>		<b>1</b>

17. Do you have any suggestions for improving your replacement's tenure with your previous Montana state government employer?			
		Response Percent	Response Count
Yes	<div><div></div></div>	48.9%	68
<b>No</b>	<div><div></div></div>	<b>51.1%</b>	<b>71</b>
	<b>answered question</b>		<b>139</b>
	<b>skipped question</b>		<b>1</b>



18. What is your suggestion?		
		Response Count
		68
	<i>answered question</i>	<b>68</b>
	<i>skipped question</i>	<b>72</b>

19. Did you suggest this to your past employing agency while employed with them?			
		Response Percent	Response Count
Yes	<div><div></div></div>	77.6%	52
No	<div><div></div></div>	22.4%	15
<i>answered question</i>			<b>67</b>
<i>skipped question</i>			<b>73</b>

20. How do you feel about the salary and the benefits at your previous position?						
	Excellent	Good	Fair	Poor	Rating Average	Response Count
Base Salary	10.4% (14)	27.6% (37)	29.9% (40)	<b>32.1% (43)</b>	2.16	134
Medical Plan	31.8% (42)	<b>45.5% (60)</b>	15.9% (21)	6.8% (9)	3.02	132
Dental Plan	23.1% (30)	<b>50.8% (66)</b>	22.3% (29)	3.8% (5)	2.93	130
Vision Plan	19.8% (25)	<b>44.4% (56)</b>	27.8% (35)	7.9% (10)	2.76	126
Life Insurance	17.7% (23)	<b>53.1% (69)</b>	25.4% (33)	3.8% (5)	2.85	130
Paid time off	31.8% (42)	<b>49.2% (65)</b>	12.9% (17)	6.1% (8)	3.07	132
Longevity	19.2% (24)	<b>36.0% (45)</b>	29.6% (37)	15.2% (19)	2.59	125
	<i>answered question</i>					<b>135</b>
	<i>skipped question</i>					<b>5</b>

21. How would you rate the following in relation to your previous job?						
	Excellent	Good	Fair	Poor	Rating Average	Response Count
Cooperation within the division	19.9% (27)	<b>30.9% (42)</b>	25.0% (34)	24.3% (33)	2.46	136
Cooperation with other departments	15.0% (20)	<b>34.6% (46)</b>	32.3% (43)	18.0% (24)	2.47	133
Communication within the division	15.6% (21)	28.1% (38)	25.9% (35)	<b>30.4% (41)</b>	2.29	135
Communication within the department	15.3% (21)	29.9% (41)	19.7% (27)	<b>35.0% (48)</b>	2.26	137
Communication between you and your supervisor	<b>31.6% (43)</b>	19.1% (26)	19.9% (27)	29.4% (40)	2.53	136
	<i>answered question</i>					<b>137</b>
	<i>skipped question</i>					<b>3</b>

22. Would you recommend a position with your last agency to a friend or family?			
		Response Percent	Response Count
Yes, without reservation	<div><div></div></div>	26.1%	36
Yes, with reservation	<div><div></div></div>	<b>37.7%</b>	52
No	<div><div></div></div>	36.2%	50
Comments?			57
	<i>answered question</i>		<b>138</b>
	<i>skipped question</i>		<b>2</b>

23. Is there anything else you would like to share with us?		
		Response Count
		58
	<i>answered question</i>	<b>58</b>
	<i>skipped question</i>	<b>82</b>